

Jay W. Hays

ADDRESS

Office:

Kent State University
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Kent OH 44242

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EDUCATION

- Ph.D. 2017 Kent State University— Sociology**
Dissertation: “Interactional Commitment: ‘Like Me’ and ‘Not Like Me,’ An Extension and Test of Identity Theory”
Chair: Richard T. Serpe
- M.A. 2011 Kent State University – Sociology**
Thesis: “Factors Affecting Identity among Minority and Female Science Students”
- M.Ed. 2001 Kent State University – Higher Educ. Admin and Student Personnel**
- BA 1998 Mount Union College – English**

HONORS

Alpha Kappa Delta: Sociology Honors Society 2009
Pi Gamma Mu: Social Sciences Honors Society 2009
Kent State University, President’s Excellence Award 2009
Lance Green Alumnus of the Year Award, Sigma Nu Fraternity. 2007
Warren (OH) Sports Hall of Fame Team inductee. 2001
Order of Omega. 1996
Eagle Scout Award. 1994

AREAS OF INTEREST

Social Psychology	Higher Education
Mental Health	Identity
Leadership	

TEACHING

Deviant Behavior (web-based)
First Year Experience/University Orientation
Special Topics: Self Exploration
Special Topics: The Helping Hand: Careers in Nursing and Healthcare

PUBLICATIONS

Hays, Jay W. "Leadership and the Three Faces of Social Psychology" *In Development*.
Meyers, Timothy, and **Jay W. Hays**. "Centering: Correcting for Interview Bias in the
Absence of Inter-Rater Reliability in Admissions Interviewing." *In development*
Serpe, Richard T., and **Jay W. Hays** "Refining Interactional Commitment in Identity
Theory." *In Development*

GRANTS

Robert Wood Johnson Foundation: New Careers in Nursing- Co-investigator 2008-2009.
(\$10,000)
Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2009-
2010. (\$20,000)
American Association of Colleges of Nursing: Supplemental Leadership Training Grant –
Co-investigator 2009. (\$2,500)
Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2010-
2011. (\$10,000)
American Association of Colleges of Nursing: Supplemental Leadership Training Grant –
Co-investigator 2010. (\$2,500)
Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2011-
2012. (\$10,000)
American Association of Colleges of Nursing: Supplemental Leadership Training Grant –
Co-investigator 2011. (\$2,500)
Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2012-
2013. (\$10,000)
American Association of Colleges of Nursing: Supplemental Leadership Training Grant –
Co-investigator 2012. (\$5,000)

PRESENTATIONS AND POSTERS

Hays, Jay W. 2016. *The Congregation: The effects of intermediate social structures on
religious identity and behavior*. North Central Sociological Association and
Midwestern Sociological Association Joint Meeting. Chicago, IL.
Hays, Jay W. 2014. "Like me" and "Not Like Me:" A Comparison of two forms of
Interactional Commitment across Four Identity Structures. North Central
Sociological Association Annual Meeting 2014, Cincinnati, OH.
Hays, Jay W., and Richard T. Serpe. 2013. *Refining Interactional Commitment in Identity
Theory-Roundtable*. American Sociological Association Annual Meeting 2013,
New York, NY.
Hays, Jay W. 2013. *Specialized Identities: Role Requirements, Salience, and
Prominence*. North Central Sociological Association. Indianapolis, IN.
Hays, Jay W. 2012. *Mixed Martial Arts: From Illegal to Sanctioned Sport: A Case Study
in Legitimation*. Poster: KSU Graduate Symposium. Kent, OH.
Hays, Jay W. 2010. *Leadership Development among Adult Nursing Students* Poster:
Robert Wood Johnson Foundation – New Careers in Nursing Annual Summit.
Washington, DC.
Hays, Jay W. 2010. *Volunteer Identity Salience*, North Central Sociological Association
and Midwestern Sociological Association Joint Meeting. Chicago, IL.

- Hays, Jay W. 2007. *Advising for Leadership: Navigating the Leadership Identity Development Model*, National Academic Advising Association Annual Conference. Baltimore, MD.
- Hays, Jay W. 2007. *Leadership for Liberal Arts Majors*, Case Western Reserve University Winter Conference. Cleveland, OH.
- Hays, Jay W. 2006. *Academic Success Plans: Individualizing Student Success*, Kent Academic Support and Advising Association Annual Conference, Canton, OH.
- Hays, Jay W. 2006. *Authentic Leadership: Be true to yourself before others can be true to you*, Case Western Reserve University Winter Leadership Conference, Cleveland, OH.
- Hays, Jay W. 1999. *Professional Ethics*, Graduate Assistants and Student Personnel Practitioners Conference. Kent, OH.

MAJOR GROUP/PROGRAM FACILITATION AND WORKSHOPS

- Kent State Summer Reading Group Facilitator, 2007-present
- Leadership Facilitator at the Sigma Nu Fraternity summer leadership academy. 1999, 2001, 2003, 2005, 2007
- LEAD Institute, Bowling Green State University 2003 & Kent State 2005, 2007
- Facilitating Student Success*. Kent State East Liverpool Campus 2005.
- Learning Reconsidered: The Role of Advising in Student Learning Outcomes*. Kent Academic Support and Advising Association Advising Jumpstart. 2005.
- National Interfraternity Conference IMPACT, Indiana State University 1999.

ADMINISTRATIVE EXPERIENCE

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|--------------------------------|---|
| Sept 2005 - Present | Kent State University College of Nursing |
| Sept. 2005 – June 2007 | RETAIN Advisor |
| June 2007 – June 2013 | Academic Advisor |
| June 2013 – October 2013 | Academic Advisor II |
| October 2013 – May 2014 | Senior Advisor II |
| May 2014 – Present | Academic Program Director |
| August 2001 – Sept 2005 | Kent State University East Liverpool Campus |
| August 2001 – May 2004 | Program Officer |
| May 2004 – Sept 2005 | Acting Director of Enrollment Management and Student Services |
| August 2000 – June 2001 | Kent State University Admissions |
| | Graduate Assistant |
| August 1999 – May 2000 | Thiel College |
| | Residence Hall Director & Assistant Director of Greek Life (Graduate Assistant) |

July 1998 – June 1999

Sigma Nu Fraternity, Inc.
Leadership Consultant

CONSULTING

East Liverpool Country Club 2005.
Kent State University East Liverpool Advisory Board Strategic Planning 2004.
East Liverpool Area American Red Cross Strategic Planning 2003.

PROFESSIONAL ACTIVITY

North Central Sociological Association Aida Tomeh Distinguished Service Award committee member 2015.
Student Leadership Programing Steering Committee member, 2009.
Kent Academic Support and Advising Association, Treasurer, 2008-2009.
Kent State University Leadership Academy 2004-2005.
Ohio College Personnel Association Conference Committee 2001.

COMMUNITY INVOLVEMENT

Cub Scout Master, Cub Scout Pack 52, Alliance, OH 2016-present.
Alliance Community Soccer Club, Tenderfoot Team Parent/Coach, 2014-2016.
Pastoral Internship Committee, St. Paul's Lutheran Church, Alliance, OH 2012.
Sigma Nu Fraternity, Division Commander 2007-2009.
Board of Directors Nominations Committee, 2007-2010.
Chapter Advisor, Kent State, 2004-2009.
Alumni Chapter President, Mount Union, 2008-2011.

PROFESSIONAL MEMBERSHIPS

Member, American Sociological Association
Member, North Central States Sociological Association